



## **BENEFIT INFORMATION FIRE EXECUTIVE/MANAGEMENT EMPLOYEES**

*In this leaflet, we are providing general information, which will be helpful to you in evaluating the City of Sunrise. If you have questions concerning a specific item, or interpretation, please feel free to contact the Personnel Department at (954) 838-4522.*

### **HISTORY**

The City of Sunrise is located in western Broward County and is home to the state's second largest tourist attraction, Sawgrass Mills Mall, which draws over 25 million visitors a year. Sawgrass Mills offers approximately 2.7 million square feet of shopping, dining and entertainment. Also making its home in Sunrise is the 20,000+-seat BankAtlantic Center, home of the NHL's Florida Panthers.

Sunrise has a diverse population of 90,000+, and offers its residents a variety of attractive, well-maintained neighborhoods - from private, gated golf course communities to quality rental properties. The City is currently experiencing growth in office and commercial development. Many major corporations have relocated to the City over the past decade.

Incorporated in 1961, the City of Sunrise has grown from a small suburban community known as Sunrise Golf Village, to Florida's 19<sup>th</sup> largest city out of 400+ municipalities.

The City provides a variety of municipal services. Through the Utilities Department, it provides water and sewer services to approximately 200,000 people. The Gas Department serves people over a 30-square-mile area. The Planning & Development Department, along with the Building Department, performs important permitting and enforcement activities, as well as oversees the City's current construction projects and future development. The Public Works Department maintains roadways, stormwater drainage systems, streetlights and rights-of-way. In addition, the Police and Fire-Rescue departments provide for the safety and well being of our City, while the Finance, Central Services, Management Information Services and Personnel departments carry out administrative duties. In all, approximately 1,300 employees work to make Sunrise one of the best cities in Florida.

The City also provides a variety of recreational facilities, including swimming pools, a tennis club, a golf club, a performing arts center, an athletic club and acres of beautifully landscaped parkland. Special trips, activities and athletic leagues are organized for children, adults and seniors through the Department of Leisure Services.

### **HOLIDAYS**

Employees receive fourteen paid holidays per year, including: New Year's Day, Martin Luther King Day, Memorial Day, Fourth of July, Labor Day, Veteran's Day, Thanksgiving Day, Friday after Thanksgiving, and Christmas Day. Other holidays are an employee's birthday and four Floating Holidays, which may be observed on any regularly scheduled workday, and must be used during the fiscal year. Employees must have at least 26 weeks of city service to be eligible for Floating Holidays.

### **VACATIONS**

The City provides Executive employees with seventeen (17) days of Annual Leave each year. To recognize length of service, employees begin earning an additional week of Annual Leave after completion of five years of service (making 22 days of Annual Leave); they begin earning another week after completing ten years (making 30 days of Annual Leave); and begin earning another week after completing 17 years of service (making 37 days of Annual Leave). Employees are eligible to use their Annual Leave as earned.

### **GROUP HEALTH & LIFE INSURANCE**

The City offers excellent group medical coverage. The City pays 100% of the premium for either single or family coverage. Life insurance is paid by the City equivalent to one year of salary or \$50,000, whichever is greater, and accidental death or dismemberment insurance of an equivalent amount. In addition, there is a retiree health insurance subsidy of \$200 monthly until age 65 and 75% of the \$200 thereafter.

### **SICK LEAVE**

Employees accrue Sick Leave at the rate of eight (8) hours for each month of employment. As an incentive for non-use of Sick Leave, the City offers an additional bonus of Annual Leave each year.

### **ADDITIONAL INSURANCE**

The City pays 100% of the premium for Dental, Long Term Disability, Catastrophic Health and Intensive Care Insurance (AFLAC). Executive employees are also eligible for \$250 eye care or eyeglasses reimbursement every two years and an annual physical (up to a maximum of \$250). Additional Life Insurance is available at group rates.

### **PENSION PLAN**

The City provides defined benefit pension plans for all full-time employees. Employees in the Firefighters' Retirement Plan become vested after 10 years of service. An employee receives 3% credit for each of their first 15 years of service and 3½% credit for all remaining years.

### **DEFERRED RETIREMENT OPTION PLAN (DROP)**

The City offers a deferred retirement option plan (DROP) for up to sixty (60) months for eligible employees.

### **DEFERRED COMPENSATION**

The City offers employees two deferred compensation plans, which are IRS-approved methods for deferring income taxes on savings until retirement. These plans are for public employees only and deferred money is invested by the ICMA Retirement Corporation into investment funds that employees choose. There is a wide range of investment options offered, and investment choices can be changed at any time.

### **BEREAVEMENT LEAVE**

Any employee who suffers the death of an immediate family member shall be granted bereavement leave of three working days for in-state funerals and five working days for out-of-state funerals.

### **TUITION REIMBURSEMENT**

For employees with at least two years of service, the City offers tuition reimbursement for an educational program in a field related to their position. For a grade of A or B in the course, the employee receives 100% reimbursement. For a grade of C, the employee receives 50% reimbursement. Requests are reviewed by the Personnel Director prior to approval.

### **EDUCATIONAL INCENTIVE PAY**

The Fire-Rescue Department provides educational incentive pay for individuals with an approved Associate or Bachelor degree. Depending on the level of education, individuals can earn up to \$2,900 per year.

### **CREDIT UNION**

All employees of the City may join the Credit Union, which offers all normal banking services.

*This handout contains a general summary of benefits that are available to City of Sunrise Fire Executive/Management employees. Benefits may vary according to the particular job, and benefits may be increased, modified or decreased, without further notice.*

*Revised 1/06*